

EAST BAY LABOR JOURNAL

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145

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SINGLE COPIES TEN CENTS

Employers walk out on Teamsters



TOM ANDERSON, a vice president of the Alameda County Central Labor Council and longtime commissioner of the Oakland housing authority, and authority Chairman **Ruth Hope** inspect a plaque at dedication of Tom Anderson Terrace in Oakland. More than 200, including many labor people, attended dedication of the senior citizens center named for Anderson.

Signal honor in his lifetime

It is a rare thing for a city agency to name a building after a hard-working labor man. But that's what happened to Tom Anderson of Dining Car Cooks & Waiters Local 456.

An overflow crowd of more than 150 people turned out for the Aug. 5 dedication of Tom Anderson Terrace, an 81-unit apartment complex for senior citizens at 421 East 18th St.

The crowd included the members of the Executive Board of the Alameda County Central Labor Council, of which Anderson is vice president.

The Oakland Housing Authority named the building after Anderson, its senior commissioner, "because of his untiring effort to assist those in the community."

Anderson's record as civic and labor leader include nearly 30 years as secretary-treasurer and vice-general chairman of Local 456, seven years as vice president of the Central Labor Council, 10 years as a commissioner of the Housing Authority, member of the executive board of the Urban League, and active in the NAA-CP and Beth Eden Baptist Church.

His pastor, the Rev. Gillette O. James, gave the benediction at the dedication.

Two councilmen, Eng and Ogawa, represented the city, and Executive Director Richard Marquardt the Housing Authority at the ceremonies.

Music was supplied by Sam

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from the EDITOR'S CHAIR

Worldwide developments on the neutrality front

WASHINGTON, D. C.—An authoritative administration source declared today that this country is maintaining a rigidly neutral stance in the upcoming presidential elections in South Viet Nam.

This could start a whole new trend, to-wit:

★ ★ ★

SERAPE - ON - THE - RIO GRANDE, Mexico — Adolfo de Manure, impresario at this border town's Plaza de Toros, said that he was entirely neutral in today's bullfights.

"The fact is," Senor de Manure said through an interpreter, "that I have personally raised the bulls and personally financed the bullfighters. Therefore I am neutral, since I get the gate receipts."

★ ★ ★

BARNUMVILLE, Florida—Muscular McMonster, president of the Ancient & Honorable Order of Lion, Tiger, Dog, Jackass, Flea & Other Animal Trainers, said today he is entirely neutral in the reported feud between his

meanest grizzly bear and nastiest flea.

"Let them scratch," McMonster told the press. "I own them both."

★ ★ ★

MEN'S ROOM, Bus Depot, Dinconseteros, N. M. — John Wayne McGlotz, chief towel dispenser in this central Southwest transportation hub, said today that he is entirely neutral in the contest between world's champion shoe shiner Maxwell Rankerty and Anterior Joskin, Laredo, Tex., challenger.

"After all," said McGlotz, "I sell them their polish."

"So, I can't lose."

★ ★ ★

KAYAKVILLE, Arctic Circle—Mortimer Mukluk, the private eye from Moose Caboose, Saskatchewan, conceded to reporters today that he is impartial in the age-old competition between the Aurora Borealis and the Japanese Current.

"In the first place," Mukluk

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Brooks ignores court order Threaten lock out

Laborers Local 304 removed pickets Monday from Brooks Products Company in East Oakland under a temporary court order but the company ignored directives from the same judge to arbitrate.

Pickets had been posted after 19 union members were arbitrarily discharged July 20.

In issuing the restraining order, Superior Court Judge Lloyd Burke set next Monday, August 16, for arguments on whether a preliminary injunction should be issued.

The judge's order came after

the company turned down an offer union attorney Stewart Weinberg made in court for all fired members to go back to work.

Judge Burke also ordered the company to arbitrate the discharges and unilateral changes in working conditions which had precipitated grievances and in turn the out-of-hand discharges.

The union promptly submitted a list of three potential arbiters. The company rejected all, but submitted no nominees of its own.

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Council elects Benonys

The Five Bay Counties District Council of Carpenters last week re-elected its presidents, executive secretary and warden without opposition and elected Gunnar (Benny) Benonys, of Oakland Local 36, vice president in a seven-way race.

Re-elected by acclamation were District Council President Joseph O'Sullivan, of San Francisco Local 22; Executive Secretary Al Figone, San Francisco Local 483, and Warden Fred Fowler, of Berkeley Local 1158.

Benonys succeeds Frank Lindahl, also of Local 36, who has retired after 37 years Local 36

membership and 23 years as District Council vice president.

Benonys got 65 delegate votes against 43 for Deano Cerr, Martinez Local 2046; 28 for Elmer Borge, Hayward Local 1622; 16 for Allen Linder, Local 36; eight for Roy Beatty, San Francisco Local 2164; seven for Margarito Leon, Local 36, and five for Al Long, San Rafael Local 35.

Four Alameda County Carpenters were elected to the 11-member permanent trial board of the District Council. They are Robert Griebel and James Brooks, Local 36; Harry Strand, Fruitvale Local 1473, and Garland Smith, Local 1622.

Candy union ups pay, pension

Candy & Confectionery Workers Local 444 has gained a total 17 per cent pay raise package, significant pension improvements and a guarantee that health and welfare benefits will not be reduced in a new 25½-month agreement.

The agreement with the East Bay Confectionary Council covers 350 employees at eight candy factories, Local 444 Financial Secretary & Business Represent-

ative Muriel Collins said.

Wages are raised 9 per cent effective last June 1 and will go up another 8 per cent next June 1. The contract also includes a number of classification adjustments.

Management agreed to maintain health care benefits at their present levels despite any increase in medical costs, and will

MORE on page 5

Employers walked out of a negotiation session with construction Teamsters last Friday and threatened to lock the drivers out this week throughout 46 Northern California counties.

Negotiators for the contractors associations came back to the bargaining table briefly last week only after the Teamsters had begun a selective strike which shut down major construction projects in the Bay and west San Joaquin Valley areas.

But then, the union negotiating committee reported, the employers set unreasonable preconditions, refused to negotiate on all issues and insisted the Teamsters drop one issue before resuming bargaining.

The union refused and employers walked out.

"All issues must be discussed without strings," said Morris Less, chairman of the union negotiators representing 17 locals. "You don't go into any bargaining unless you discuss all issues."

The issue which employers wanted dropped completely involved truck owner-operators, who have filed a complaint with the National Labor Relations Board over an original union proposal to require their membership. The NLRB has set September 7 for a hearing on the complaint.

The Associated General Contractors and the Engineering & Grading Contractors Association

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OFFICIAL NOTICES

Union meeting notices page 6, correspondents columns page 4.



COPE leaders relax during a break in a Hayward meeting in which they participated last Saturday over raising money for the Southern Alameda County Democratic Committee. Reading from the left are Gene de Christofaro of the regional office of the AFL-CIO; Vince Fulco, secretary-treasurer of Automobile

Salesmen's Local 1095; Executive Secretary Richard K. Groulx of the Alameda County Central Labor Council; John F. Henning, executive secretary-treasurer of the California Labor Federation; and Joe Medeiros, secretary-treasurer of Culinary & Bartenders Union Local 823.

Dangerous product list grows

By **SIDNEY MARGOLIUS**
Labor Journal Consumer Expert

In an age of many new products, almost every day your family is confronted by unexpected new hazards.

The list is already tremendous and still growing: hexachlorophene used in many deodorants and soaps; bubble-bath products; lead still used in paints even where banned; microwave ovens that leak radiation; pottery with lead glaze that can be poisonous if used with fruit juices; dangerous toys; unnecessarily risky new types of bicycles; poisonous household cleaners; hazardous power mowers; women's shoes with slippery plastic soles and heels; aerosol sprays with flammable and potentially poisonous propellants and even those new water beds. This is by no means the whole list.

CONSUMERS are up in arms about the proliferation of unsafe products and the hesitant attempts of federal and local governments to protect the public. The record of 20,000,000 household accidents a year is a "national disgrace," Don Willner, president, Consumer Federation of America, told the U.S. Senate Commerce Committee at hearings in July.

The likelihood is that Congress will pass some kind of law seeking to control suspect products. The Administration and many business associations themselves agree to that. The question is how effective the new law will be.

The Consumer Federation wants "a strong national law," Willner said. He noted that former U.S. Senator Maurine Neuberger, a long-time consumer spokesman, stressed that consumers have a right to expect safe products just as we expect safe drinking water.

While the National Commission on Product Safety after a two-year investigation recommended an independent Product Safety Commission to develop safety standards, the Nixon administration asked that the proposed agency be merged into the Food & Drug Administration.

BUT THE FDA has not been vigorous in enforcing some of the protection responsibilities it already has.

One of the most shocking aspects in the botulism recently found in some expensive canned soups is that, as Grace Lichtenstein, New York Times consumer reporter revealed, the FDA had not inspected the Bon Vivant soup factory in four years.

In fact, Willner charged that the FDA has lost much of the confidence of consumers. He pointed out that FDA took five months just to appoint a technical advisory committee under the Poison Prevention Packaging Act and only one standard has been accepted so far (it regulates the percentage of lye permitted in drain cleaners).

The Consumer Federation spokesman also noted that in the first year of the Child Protection and Toy Safety Act the FDA did not remove a single

hazardous toy from store shelves.

Another problem is that the Administration's bill also calls for a great deal of reliance on manufacturers themselves to develop the safety standards needed to protect your family against hidden product hazards.

The Administration wants to allow manufacturers a whole series of hearings and delays before standards can be set, or known hazardous products recalled.

In contrast to the weaker Administration bill, the bill sponsored by Senators Warren Magnuson, D., Washington, and Frank Moss, D., Utah, would permit the proposed agency to issue immediately effective safety standards where necessary if the industries involved do not do so, Willner pointed out.

THE HEART of the problem is the independence of whatever agency is set up, an ability to move quickly, says Michael Pertschuk, General Counsel to the Senate Commerce Committee.

The Administration apparently is having second thoughts about its own proposal to merge the proposed new agency into FDA. A compromise now being discussed would provide for a new agency to regulate household products and also take over FDA's present safety supervision of food and drugs.

There is an omission in both

the Administration bill and the one originally recommended by the National Commission on Product Safety and now sponsored by Senators Magnuson and Moss.

This is the insufficient emphasis on premarket testing before new products go on the market at all.

All too often no one realized a new product was a hazard until a number of serious accidents and even deaths were reported.

But a strong product safety agency as urged by the Consumer Federation at least will be a big step toward better and faster public protection.

SCIENTISTS reported at an American Chemical Society meeting last spring that tests had found hexachlorophene in the fatty tissues of some people.

They also found it was absorbed through the skin of laboratory animals, producing brain damage and paralysis. This is one of the many current examples of reported risks to health

and safety without any conclusive government action.

Hexachlorophene is used as an antibacterial agent in many deodorants, deodorant soaps, skin cleansers, shaving creams, shampoos and other toiletries.

The FDA currently is concerned over its use in hospitals on large areas of broken skin or burns, as well as for washing infants.

But an FDA official, a doctor, said he didn't think there was a risk for people who use such preparations on unbroken skin and then wash it off.

That's a peculiar statement. You can wash off such a preparation used in a soap or shampoo. But a check we made of 20 widely sold deodorants shows that 15 of them contain hexachlorophene, specially the aerosol type.

People use deodorants to stay on, not wash off. Certainly very sparing use of such products is indicated, and beware of any broken skin.

(Copyright 1971)

Getting Your Money's Worth

Items from Consumers Union's docket of government action to enforce consumer laws:

The Grace Downs Model and Air Career School of Glen Cove, N.Y., was ordered in Queens County Civil Court to refund to a graduate approximately half the tuition she had paid for 200 hours of instruction.

The judgment, resulting from a lawsuit brought by the young woman, was based on the fact that the school had failed to place her in an airline job.

According to the court, the agency's advertising and brochure "all acted to create an atmosphere of guaranty of placement which became an integral part of the enrollment contract."

Yet the court found that the girl, after completing the \$500 course, had been led "down an illusory and glamorous 'primrose path'" and then left "out-in-the-cold at the end of that path, without the sweet smell of primroses to comfort her, and with only a laminated 3 1/2 by 2 1/2 inch card diploma of graduation for security."

In announcing its decision, the court criticized Grace Down's advertising as "strong and heady stuff, difficult for a young girl, yearning for a glamour career and the possibility of marrying a Prince Charming, to resist."

One brochure, for example, told prospective applicants that "if you are accepted you may rest easy about your future in the fascinating airlines field." The appeal was clearly directed as much to romantic as to professional interests. That same

brochure contained pictures of five girls and fascimilies of news-engagements.

According to the brochure, "the girls depicted here bespeak their contentment resulting from rich opportunities awarded them as Grace Downs graduates."

UNDER PRESSURE from the Massachusetts Banking Department, Chrysler Credit Corp., agreed to refund about \$100,000 in finance charges to 279 car buyers.

The state agency had charged that installment contracts written by some Chrysler dealers failed to disclose the annual percentage rate of interest, as required by the Federal and the Massachusetts truth-in-lending laws.

Neither law requires creditors to refund finance charges unless a customer wins a noncompliance suit (in which case he is entitled to receive double his finance charges, plus court costs and attorney's fees.) Chrysler Credit, however, yielded to the threat of criminal prosecution.

The FTC, meanwhile, has provisionally accepted a consent order barring the Chrysler Corp. and its advertising agency, Young & Rubicam, Inc., from violating the advertising provisions in the Federal law.

The order forbids Chrysler to advertise terms not really available to most people and says that advertising containing specific credit terms, must disclose, among other things, the cash price, the required downpayment, the number of payments and the annual percentage rate.

The FTC's complaint concerned ads for Simca and Sunbeam cars.

The Water's Great



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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Macy's removes fake 'union labels' from imported suits

Phony "union labels" are being removed from Japanese-made suits sold by Macy's as a result of an agreement between the department store and the Amalgamated Clothing Workers of America in New York.

The agreement was reached when Macy's was confronted with a show cause court order obtained by ACWA's New Haven, Connecticut, Local 125.

Macy's promised to put forth

their "best efforts" to assure that suits with the bogus label would no longer be sold in any of its branches.

Macy's also agreed to direct the importer involved, Sport-clothes Limited of Los Angeles, to remove the objectionable label. It resembles a standard American union label and bears the words "union made" and the letters "NFTWU."

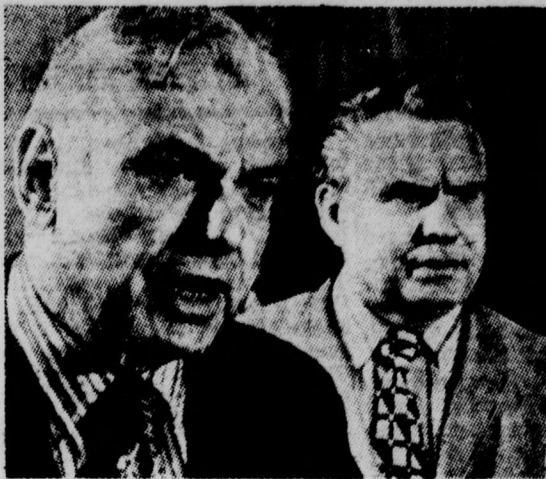
The ACWA contended that the letters "NFTWU" do not represent any union, Japanese or otherwise. The local charged that the suits were improperly marked and in violation of the Connecticut Consumer Fraud Act.

Other similar complaints have been filed by the ACWA with the Consumer Fraud Bureau of the Federal Trade Commission and the Customs Bureau of the Treasury Department.

Meanwhile, another store chain has agreed to sell only American-made clothes at ACWA's urging.

Klein's department store in New York declared its intention not to "import any more men's and boys' clothing."

Klein's joins Korvettes and Bonwit-Teller are stores which have recently agreed to discontinue the sale of imported men's and boys' clothing.



PRESIDENTS of two big unions headed negotiating teams that produced significant contract settlements in steel and on the railroads. Left, President Charles Luna of the United Transportation Union joins Assistant Labor Secretary W. J. Usery Jr., in announcing UTU's



first national contract with major railroads. Right, USWA President I. W. Abel and steel industry spokesman R. Heath Larry report a settlement that avoided a strike by 350,000 Steelworkers.

Signal honor to Anderson

Continued from page 1

Zagami's four piece orchestra, belonging to Musicians Union Local 510.

Tom Anderson Terrace is near Lake Merritt, within easy reach of a large shopping center and A/C Transit buses.

It has been leased to the Oakland Housing Authority, under a rent subsidy program to help senior citizens live in better dwellings and more secure standards.

Applicants for assistance in low-income housing should contact the Oakland Housing authority at 935 Union Street, Oakland, 94607, or telephone 832-3202 between 8 a.m. and 4:30 p.m.

Contract gains are less than in 1970

Union wage and other benefit gains in the first half of 1971 came to 8.3 per cent a year averaged over the life of the contracts, the Labor Department reported.

First-year improvements averaged 10.4 per cent for all industries, the summary showed.

Both figures were off from 1970—down from an average of 9.1 per cent over the full term and

from 13.1 per cent for first-year gains.

The drop, according to the Bureau of Labor Statistics, may not signify a long-term downward trend because each quarter-year "tends to be dominated by a different industry" in bargaining.

Settlements covering units of 1,000 or more affected 1,300,000 workers. They included key apparel and farm implement industries.

Contracts covering an additional 3,400,000 workers will expire in the last half of the year.

Wage increases alone averaged 8 per cent a year over the life of the contracts, down from the 1970 average of 8.9 per cent, the study showed.

The average wage increase in manufacturing was 6.4 per cent, up slightly from 1970. Contracts in nonmanufacturing averaged 10.8 per cent—lower than last year's 11.5 per cent, partly because of the inclusion in the 1971 first-half report of only nine construction industry settlements covering 35,000 workers. The report pointed out that

larger settlements for nearly 700,000 construction workers contributed heavily to the higher nonmanufacturing averages reported for 1970.

Construction settlements in the first half of 1971 averaged 14 per cent over the full term for wages and benefits combined, as against 15.6 per cent for the full year of 1970.

First-year improvements are running at a 13.1 per cent rate compared with 19.6 per cent for all of last year.

The Construction Industry Stabilization Committee, set up by President Nixon had approved 97 contracts by June 30, but only three covered 1,000 or more workers. The other six major construction settlements in the first-half summary were reached before the committee began its work.

More than 130 contracts affecting nearly 500,000 building and construction tradesmen were scheduled to expire in the first half of 1971, but most had not been settled in the survey period.

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4 1/2%. Put your money in, take it out, any amount, any time. We believe flexibility should be more than just its own reward. That's why we pay a good solid interest rate of 4 1/2% annually.

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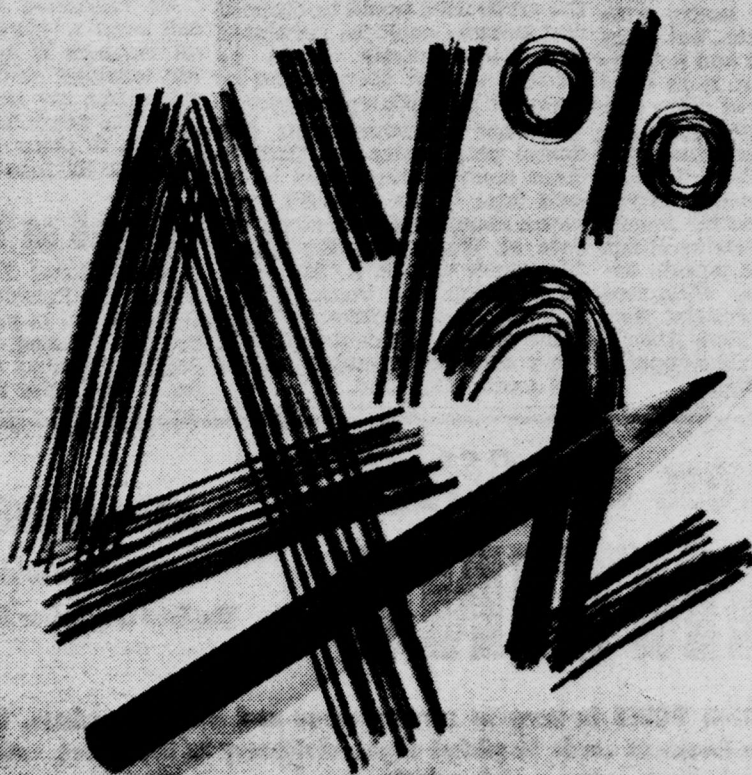
pounded or paid quarterly. \$500 minimum deposit. And you can add to it any time in amounts of \$100 or more.

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Layoff clauses protect rights

New contract provisions are providing increased job security for thousands of trade union members facing layoffs during the current business recession.

The Labor Department reports that nine out of 10 agreements covering 1,000 or more factory workers now include detailed lay-off and recall provisions. In addition, many contracts have built-in language to forestall, minimize or even prevent layoffs.

The information is part of a new study on layoff and recall classes in union contracts by Bureau of Labor Statistics economist Winston Tillery. Results of the survey appear in the July issue of the Monthly Labor Review.

Seniority is the central theme of virtually all layoff and recall language studied, Tillery reports. Trade unions have traditionally adhered to the principle of seniority in such matters for a number of reasons.

Senior employees are more apt to have family and community responsibilities. And, the longer their length of service with one employer, the harder it is for them to find new jobs.

Seniority is the primary factor in determining who is the first to be laid off and who is the first to be recalled in 71 per cent of the contracts.

The study also dealt with bumping rights. Bumping permits a worker displaced from his regular job to displace, in turn, a junior employee. Nearly half of the security clauses established the right of a worker to bump on a plant-wide basis.

Another 25 per cent of the other contracts allowed a worker to bump within his own depart-

ment. About 19 per cent limited bumping rights to the employee's own job classification.

"For the employee who is laid off," Tillery observed, "perhaps the most critical provision is the one specifying the duration of his seniority or recall rights."

More than 81 per cent set a time limitation on recall rights. Most were for more than one year but less than two years. A few (2.5 per cent) continued recall rights indefinitely. About a third tied recall rights to length of service.

Trade union efforts to forestall, minimize or, in some cases, prevent layoffs have resulted in many specific contract provisions, Tillery found.

The most common language in this area deals with restrictions on hiring new workers if there is a possibility of layoffs. Of the 1,021 major manufacturing contracts studied, 479 restricted company hiring policies during troubled financial times.

Four hundred and five contracts specified that if layoffs should become necessary, probationary, moonlighting and part-time workers would be the first cut.

Interestingly, 342 contracts prohibited the company from subcontracting any work if layoffs would result and another 134 agreements forbade overtime for current employees if other workers were being laid off.

Some contracts contained worksharing arrangements. In such cases available work would be spread out to all employees forced to work reduced hours. These usually were in the garment industry.

Watchmakers 101

BY GEORGE F. ALLEN

At the San Jose meeting held on Tuesday, August 3rd in San Jose, there was a discussion on the contract which expires on October 15, 1971. We explained the thinking of the Executive Board, kicked it around a bit, and the meeting ended very amicably.

At this same meeting, there was much discussion of interest relative to watches, i.e., water proofing, etc. This subject was primarily brought up due to Brother Herbert Teel, watchmaker employed for Frank Scholes in San Jose.

Bro. Teel, with his wife, had a vacation in Europe which included a trip to Switzerland. During his Switzerland tour, which he found to be of extreme interest, he, being a watchmaker, did visit the watch factories of Switzerland.

He talked on what he had seen at the watch factories and we could readily understand his enthusiasm about Switzerland. Aside from Switzerland, his vacation was one that we would all enjoy taking—but if one cannot—the next best thing is to listen to someone who has had such an opportunity. We are happy that Herb did, and if any of the other members have had exceptional trips of interest, we would like to hear about them.

In a previous column we asked if any of the members knew of, or had, a Staking Tool—also Motor, if possible. Our member has not as yet been able to locate one and has asked that we again let the members know that one is still on the "wanted" list. Telephone the union office if you know where one is available.—421-1968.

SAN FRANCISCO MEETING: The next meeting will be held on Thursday, August 19, 1971 at 7:30 p.m.—785 Market St., Suite 510, San Francisco.

Sheet Metal 216

BY FRED AND BILL

Attention all golfers! There will be a golf tournament Friday afternoon, September 17, 1971 at 1:30 p.m. for all members, apprentices, and their guests. For those interested, contact Ed Warren at 530-3830 or Robert Jackson at 351-6150 and they will make arrangements for your foursomes and starting times.

This will be a first come first serve basis so sign up early. We have reservations to play at Galbraith Golf Course, off Doolittle Drive in Oakland and the green fee including prizes will again be \$5 per person. Send your checks to the Local Union office made out to the Sheet Metal Workers Golf Club. Remember, the cutoff date will be September 8, 1971 so be sure and let those two members know in plenty of time.

Still no word has been received from the Wage Stabilization Board in Washington, D.C. regarding our recently negotiated contract. Our next regular membership meeting will be held on Wednesday evening, August 18, 1971 and at this time we will initiate 24 of our former apprentices as journeyman sheet metal workers. Be sure to attend and give them a big hand.

The unemployed list shows 159 unemployed members.

Members of the Tri-State Death Benefit Plan, Death Assessment 706 is now due and payable.

GOVERNMENT LAND, \$5 an acre.
Write Land Package, 1185 Arrowhead Ave., San Bernardino, Ca. 92410.

U. A. Credit Union

BY PATRICK W. WATERS

Your credit union needs more money from the members if we are to be able to meet the needs of our members for loans.

You will get a good return on your investment in dividends and Life Savings Insurance coverage, or a guaranteed 6 per cent per annum if you choose to put your savings in certificates.

Phone 893-6190 for more information, or come by the credit union office. Most of our members can now sign up for payroll deduction, which is the easiest way to save on a regular basis.

Thanks.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Brother GUS MANTY just returned from a trip through Scandinavia, Norway, Sweden, Finland, Switzerland, Italy and Austria. Had a wonderful trip.

On our sick and recovery list are Brothers John Antonini, into hospital for surgery; Duthal Barnes, still under therapy; Jim Carter, has had foot surgery; Louis P. Heinz, operation for hernia; Joe C. Jones, operation; Roy H. Jones, fell and broke his hip; Douglas J. Kelps, will be in the hospital for the next two months; Samuel Lockhart, still having trouble with his back; John J. Mathews Sr., granted early retirement; Walter Moore, moved to a rest home; Hobart Sellars, scheduled for more surgery; Ollie Smith, partially paralyzed from a stroke; J. W. Sneed, has a case of arthritis, may retire; Don Wandell, still disabled.

Regret to report the deaths of Brothers Frank Cox, W. F. Jack and Odin Johansen, who passed away in Norway. Mrs. Florence Lapham, wife of Brother B. E. Lapham passed away July 27.

Brother Bill Voth had to cut short his vacation trip due to the death of his mother, Mary. She was 84 years old.

On the lighter side, Brother Enis Ray and Tillie celebrated their 35th wedding anniversary! Happy days to you nice people.

Uncle Benny says, "I'm told I can't take it with me but, man, it's the only place I can go without it!"

Li'll GeeGee, our office vamp's definition of Love: What incites a cave man to drag a woman around by the hair and makes the civilized man permit a woman to drag him around by the nose!

U R the U in the UNION. Will I see U at UR next UNION meeting, Brother?

AFSCME Employees 371

BY JOHNNIE MARIE BUTLER

Our president, Brother Henry Murphy Jr., is in Civic Center Hospital, 390 40th Street, Oakland. Drove him a get well card to cheer him up. Here's hoping you're feeling better, Brother Murphy.

I know this is a bit late but for those that don't happen to know, Mr. Ralph Odahl has been promoted to Superintendent.

Also for another bit of news, we are now known as the University Employees Local 371.

If you have any news that you would like in the INFO, please contact me at 655-5862 after 4 p.m.

If you haven't gotten your tickets for the picnic, contact Brother Santoro.

Here's hoping everyone is in the best of health and do have a good vacation and please try to give more support to your local when the membership meetings start again in October.

AFSCME 1695

BY ERNIE HABERKERN

For some time now, the Department of Health Education and Welfare, in response to a class action complaint by the League of Academic Women and the National Organization of Women, has been investigating the University of California at Berkeley and the Office of the President of the University of California. The University has been charged with discrimination on the basis of sex in violation of Executive Orders 11246 and 11375.

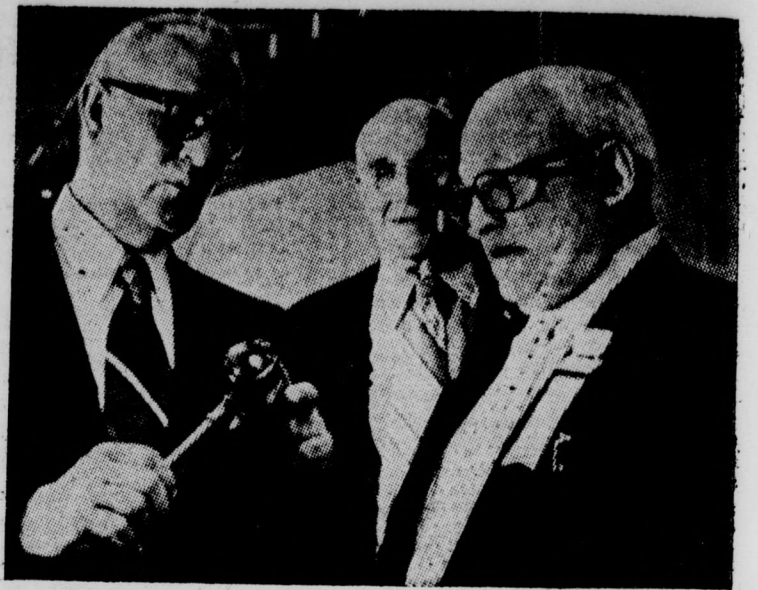
The AFSCME and AFT locals on campus have been raising this issue for some time. It was, you may recall, one of the issues in the dormitory workers grievance against the University. In fact, there is reason to believe that the University gave in on some of the demands of the union because it feared a strike would bring its discriminatory practices to public attention.

Just recently, the University Federation of Librarians (AFT 1795) has come across an instance not just of discrimination but of active University opposition to the Union's attempt to cooperate with the HEW investigation.

There are five classifications of professional librarians at UC Berkeley. Approximately 90 per cent of the seventy-nine women were in the lower three categories while almost one-half the thirty-four men were in the upper two classifications. What is more, in recent years the percentage of women in top administrative jobs declined from 55 per cent to 31 per cent.

When a number of library employees attempted to place a news story in the Library newsletter asking fellow librarians to contact them with any information about discriminatory practices they were not allowed to do so. Grounds given were that the suit and the HEW investigation were union business. The University has once again made it clear that its official policy is to shove questions of discrimination under the rug. We union members have long understood that the University does not consider fair treatment of its employees its "business" and that employees will have to organize and take care of this kind of "business" themselves.

While we are on the subject of librarians we want to congratulate our brothers and sisters of AFSCME local 2077 which represents the employees of the city of Berkeley. The members of this new local took on the city of Berkeley singlehanded and forced it to bargain with them through a two-day strike. They did not win wage parity with other city employees but they got a wage increase and a grievance procedure that is as good or better than that of other city employees. Unfortunately, we are not in a position to offer congratulations to the "liberal" Berkeley Council since it untypically kept its collective mouth shut throughout the strike. It left the bargaining to a private association, the San Francisco firm called the Industrial Employers and Distributors Association, despite the public support of Congressman Dellums.



CONVENTION GAVEL is presented to AFL-CIO President George Meany as a memento of his 50 years participation in United Association of Plumbers & Pipe Fitters conventions by President Martin J. Ward and President Emeritus Peter T. Schoemann. Meany was a delegate from his home local in New York City, Local 2.

Dental Technicians 99

BY LEO TURNER

The second meeting of dental assistants and office personnel members, who work at the various offices of Dr. J. C. Campbell, was held last Sunday and was even better attended than the first one. It is clear from these two meetings that the members are determined to get many needed improvements in the contract in the coming negotiations. These include a substantial wage increase, improved vacations, sick leave and insurance provisions, elimination of some of the restrictive clauses such as the one dealing with discharges, and other improvements.

Elected to the Negotiating Committee, which will open negotiations on August 20, were Carol Guglielmo from the Santa Rosa office, Honorato Prado from Oakland and Dolores Triplett from Richmond.

Dolores Triplett, who is one of the committee as indicated above, has just been reinstated to her job at the Richmond office. A grievance had been filed and was slated to go to arbitration on August 26th with the Union contending that work normally done by Dolores was performed by the supervisor while she was on lay-off. While no final argument has been reached on the issue itself which will be a subject in negotiations, it was agreed between the Union and Dr. Campbell that the arbitration would be dropped and Dolores would be reinstated and her seniority would be bridged so that there would be no break in continuous service.

Further discussions on the dental plan under the Technicians contract are slated to be held later this month. All technician members should circle the date of Wednesday, September 1st, which will be a "Must Attend" meeting for them. At that time, a final decision will be made either on a dental plan or other uses for the money now in the dental plan fund.

Teachers disavow school board's tax hike proposal

The Oakland schools' attempt to get the city council to place a 25-cent tax override on the property tax for schools definitely does not have the blessing of the Oakland Federation of Teachers, the union told the board of education and the Alameda County Central Labor Council.

Executive Secretary George Stokes told the Labor Council that OFT had directed him to make it plain to the board and the council that:

"It is not the intent of the union, the teachers, the parents or the students to have the superintendent of schools go to the city council and ask for a tax override under its power in the city charter."

Rather, Stokes said, OFT's position is that any such tax increase should be decided by the voters.

"And," he said, "our position is that the basic program of education in the classroom can be funded by the amount of money which is available."

OFT has repeatedly told the board of education that some \$25,000,000 in school funds is "negotiable" for education rather than being used for administration and other non-classroom purposes.

"If the board insists on hiring more and more administrators," he said, "that's their problem, not ours."

He reiterated OFT's plan to call a strike vote September 7 by all teachers if sufficient funds for teaching and reduction in class sizes are not made available. The administration has indicated it plans instead to cut out some 150 jobs by attrition.

ILA head on board

International Longshoremen's Association President Thomas W. Gleason has been appointed by President Nixon to the Water Pollution Control Advisory Board for a three-year term.

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Gains in railroad strike settlement listed

Details of the strike-ending railroad agreement were disclosed last week and the AFL-CIO News said they comprised major gains and important new protections for 180,000 United Transportation Union members.

UTU called off its selective strikes against 10 railroads including Southern Pacific and Santa Fe in California last week with agreement with 170 major roads.

Exact language of the settlement, to be voted on by general chairmen and local union chairmen, was not published but these are some provisions:

- A guarantee of a year's income without loss of pay for every year of service for workers displaced by work rules changes.

- Wage increases totalling 37 per cent—42 per cent compounded over the 42-month agreement.

- Return of strikers to their jobs without prejudice, improved vacations and holidays, more expense money for away-from-home crewmen, and new machinery for voluntary arbitration of unresolved disputes over wages or work rules.

- One major provision covers union members who lost pay or were laid off when non-strike railroads, unilaterally imposed their own work rules on thousands of railroad employees—rules that the union had rejected months ago.

This will permit any aggrieved UTU member to file a formal complaint under grievance procedures of the new contract.

- Major changes in rules permit extension of train runs beyond the existing 100-mile limits that measure a day's pay, extensions of switching limits for

freight cargoes, and dovetailing of some road and yard duties by members of a train crew.

- Changes in interdivisional runs must be negotiated road by road. The new agreement calls for establishment at union and management expense, of a national task force to draft guidelines. These would be referred to local task forces for translation into specific terms on a run-by-run basis.

Task forces would include one union representative, a management member and a neutral chairman whose decisions in disputes would be final and binding.

- Meal expenses for away-from-home crewmen will be raised under the agreement from the present \$1.50 a day to \$2, plus an extra \$2 if a layover extends beyond eight hours.

Nixon policies are blank on job measures, says labor aide

While joblessness is nearly twice what it was when President Nixon took office, he still shows no promise of a program to create jobs, AFL-CIO Research Director Nat Goldfinger declared.

Goldfinger told a radio audience on Labor News Conference that since January 1969, jobless rolls have shot up from 2,700,000 to more than 5,000,000.

Only a sharp shift of policies can ease the "breadline unemployment" situation, Goldfinger stressed, the recent comments of Nixon's top economic advisors hold out no hope that "the Administration intends to quickly turn this thing around."

He said the recent national AFL-CIO Conference on Jobs showed that the heavy impact of imports on American production and jobs is the most serious problem that the government faces.

"If the current trend is permitted to continue, we could well wind up with a low-wage economy—the kind of low-wage, serv-

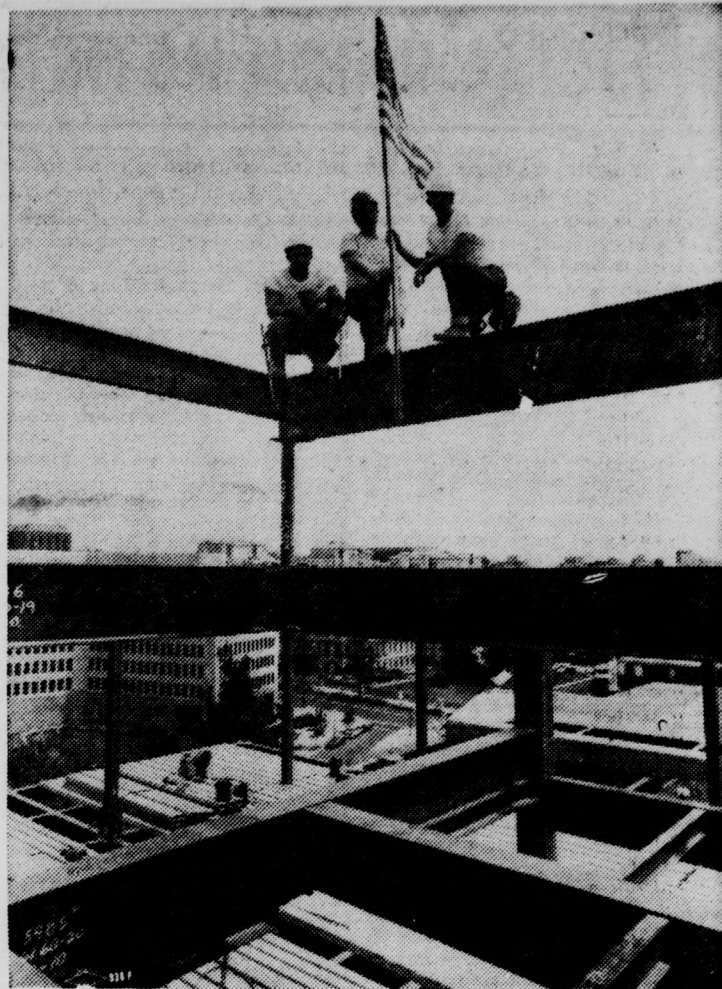
ice-type economy in which the American standard of life is destroyed," he warned.

Goldfinger renewed organized labor's call for federal action to control the flow of U.S. capital to foreign companies and subsidiaries of American companies.

They are producing heavily for U.S. markets and "displacing large proportions of American production and American jobs," he added.

"Because of the recession and the continuing sluggishness of the economy . . . only about 75 per cent of American industrial capacity is being utilized, and quotas to slow down the very sharp rise of imports are essential," he said.

Goldfinger said that "equitable, across-the-board, even-handed controls on all forms of prices, costs, income and profits, as well as wages would be workable . . . if the Administration had the determination to make them work."



TOPPING OUT ceremony marks completion of the structural steel framework of the United Nations Building being erected in Washington, D.C. Three members of the Ironworkers perch atop the structure that will house headquarters of the Ironworkers, Painters, Sheet Metal Workers, Fire Fighters and Bookbinders.

Paul Burnsky, IAM aide, to head Metal Trades

Paul J. Burnsky, director of organization for the International Association of Machinists, was elected president of the AFL-CIO's Metal Trades Department, succeeding Maywood Boggs, who resigned effective September 1 for "compelling personal reasons."

Boggs, former Boilermakers vice president, has been president of the department since July 1969.

Boggs described Burnsky as "the right man, at the right time to head the department."

Burnsky, 49, began his union career as a member of IAM Lodge 1487 in Chicago.

As a mechanic for Capitol Airlines he was shift steward, shop committee chairman and vice president. He was a member of IAM District 144's negotiating committee and a delegate to both the Chicago and Illinois AFL-CIO.

He was appointed a grand lodge representative in 1950 and came to the Machinists' Washington, D.C. headquarters in 1965, serving as an administrative assistant to IAM Past President Roy Siemiller. It was then that he began representing the Machinists in Metal Trades Department activities.

Burnsky served as Metal Trades convention delegate and as a member of the department's Co-operative Committee on Organization of Federal Employees and its Organization & Disputes Committee.

He was appointed organizing director of the Machinists in 1970 by President Floyd Smith. He will resign that post when he assumed the Metal Trades presidency.

AFL-CIO 'don't buy' list

Here's the AFL-CIO Union Label Departments' newest "Don't Patronize" list, issued July 22, with names of unions initiating boycotts of the firms:

BARBER EQUIPMENT—Wahl Clipper Corp., producers of home barber sets. (International Association of Machinists).

CIGARETTES—R. J. Reynolds Tobacco Co.—Camels, Winston, Salem, Tempo, Brandon, Doral, and Cavalier. (Tobacco Workers Union).

CLOTHING—Reidbord Bros. Co., Siegel (H.I.S. brand) suits and sports jackets, Kaynee boys-wear, Richman Brothers men's clothing, Sewell suits, Wing shirts, Metro Pants Co., and Diplomat Pajamas by Fortex Mfg. Co. (Amalgamated Clothing Workers).

Judy Bond Blouses, Blauer Manufacturing Co., Inc. (International Ladies Garment Workers Union).

FURNITURE—James Sterling Corp., White Furniture Co., Brown Furniture Co. (United Furniture Workers).

Economy Furniture—Bilt-Rite, Western Provincial and Smith-town Maple. (Upholsterers).

LIQUORS—Stitzel-Weller Distilleries products—Old Fitzgerald, Cabin Still, Old Elk, W. L. Weller. (Distillery Workers).

MEAT PRODUCTS—Poultry Packers, Inc. (Blue Star Label products). (Meat Cutters).

PRINTING—Kingsport Press—"World Book," "Childcraft," (Pressmen, Typographers, Bookbinders, Machinists, Stereotypers, and Electrotypers).

Los Angeles Herald Examiner. (10 unions involved covering 2,000 workers).

Brittanica Junior Encyclopedia. (International Allied Print-

ing Trades Association).

RANGES—Magic Chef, Pan Pacific Division. (Stove, Furnace & Allied Appliance Workers).

SHOES—Penobscot Shoe Co.—Oldmaine Trotters . . . Tramp-eze . . . Maine Aires . . . Maine Streeters . . . Pussyfoots . . . Cavaliers; Genesco Shoe Mfg. Co.—work shoes . . . Sentry, Cedar Chest and Staler; men's shoes . . . Jarman Johnson & Murphy, Crestworth. (Boot & Shoe Workers).

SPECIAL—All West Virginia camping and vacation spots. (Laborers).

TOYS—Fisher-Price toys. (Doll & Toy Workers Union).

The department noted that its list is amended as unions lift boycotts or ask addition of new firms.

Candy union ups pay and pensions

Continued from page 1
raise health and welfare contributions an estimated 4 to 5 cents per hour to effect it.

Another 1-cent per hour work-ed will be added to health care contributions for retirees.

A 3-cent per hour raise in pension contribution, effective August 1, will finance vesting of the present \$150 per month pension and a pension contribution increase of 7 cents per hour next January 1 will vest pensions at \$200.

The night shift pay differential was increased by 5 cents per hour and a \$2.70 per month health and welfare contribution raise next June 1 will provide prescription drug care.

Seasonal employees won pro-rated sick leave.

National carpenter apprentice contests underway in Detroit

California Carpenters hoped at least one of their entries would again bring back a championship from the Carpenters International Apprenticeship contest in Detroit August 11-14.

Last year's cabinet maker first place winner, Scott Robinson of Local 2095, used his winnings to

set up his own custom cabinet shop in San Rafael.

None of California's three 1971 contestants is from the Bay Area. The state apprentice champions are Albert M. De Angelis, Local 1295, San Diego, carpentry; Robert Freeman, Local 266, Stockton; cabinet maker; and Bruce D. Maes, Local 1607, Los Angeles, millwright.

They will compete against champions of 39 other states and five Canadian provinces.

Gunnar (Benny) Benonys, business representative of Local 36, went to Detroit for the contests as secretary of the California Carpenters Training & Apprenticeship Committee. Other officials going included Gordon Littman, director of the Bay Counties Carpentry Apprenticeship & Training Program.

The championships afford the only opportunity for committeemen and coordinators to get together on a nationwide basis.

Imports cost 20,000 jobs

An index of the extent of import-caused joblessness was the Labor Department announcement that 20,000 workers have become eligible for trade adjustment assistance.

Trade adjustment assistance is a special benefit program for those forced out of work by competition from imported goods.

The department tallied the 20,000 import victims as it certified 440 workers at the Advance Ross Electronic Corporation, Washington, Iowa, for assistance.

The 440 have lost their jobs since February 28, 1969 because of increased imports of television sets.

Others among the 20,000 certified for assistance since December, 1969, had produced shoes, pianos, glass and steel and had assembled electronics products, the department said.

Other victims may have been excluded from the total being helped because a U.S. Tariff Commission finding that imports caused unemployment is a prerequisite of aid.

The 440 last certified made it on an evenly split decision of the commission, and President Nixon then accepted the 50 per cent vote for assistance as the commission's decision.

Under the trade adjustment assistance law, workers receive cash allowances, job counseling and placement services of state departments of employment, re-training or moving workers and families to jobs in other areas.

from the EDITOR'S CHAIR

How neutral can you get?

Continued from page 1

declared, "since neither group has any money, I could care less."

A reporter questioned his grammar, asking: "Don't you mean you couldn't care less?" and Mukluk replied:

"What do you want, good grammar or good retainers?"

★ ★ ★

KINDERGARTEN CENTER, East Emeryville — J. Mandeville Snodgrass, founding president of the Sub-First Grade Jelly Bean Distribution Company, announced that he was not taking sides in the court contest over ownership of the firm's jelly bean machine.

"Personally," he said, "having sold the jelly bean company to everybody who now claims it, I am taking my jawbreakers into the first grade."

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OFFICIAL UNION NOTICES

AUTO & SHIP PAINTERS 1176 HAYWARD CARPENTERS 1622

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Business Representative

IRON WORKERS 378

To be eligible to vote on acceptance or rejection of wage proposals in our forthcoming negotiations, members must have paid their July, 1971 dues by no later than July 31, 1971. The ballots will be mailed to the last address in the union's files, so members should make sure to notify the union of any change of address.

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Friday of each month, 8 p.m.

Fraternally,
BOB McDONALD
Business Agent

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
JACK KENNEDY,
Business Representative

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the first and third Monday evenings of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
FRED HARMON,
Business Manager

SERVICE EMPLOYEES 322

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,
VERN DUARTE,
Financial Secretary

AFSCME-EBMUD 444

The next Membership meeting is scheduled for August 12th, starting promptly at 7:30 p.m. Local 444's various committees are preparing themselves for our next Picnic/Anniversary celebration, refining language for the demands in our next contract, preparing to organize all EBMUD employees into one solid union, and spearheading a strong, central council of AFSCME locals in the Bay Area.

Please attend your union meetings and participate in the decisions that will affect your future working lives in EBMUD.

Fraternally,
CHARLES E. TEIXEIRA,
Secretary-Treasurer

STEAMFITTERS 342

Our next Regular Membership meeting will be held on September 2, 1971.

Fraternally,
JIM MARTIN,
Business Manager

A special called meeting to vote on an assessment of 25 cents per month per member for three years for a strike fund will be held Thursday, August 26 at 8 p.m. at 1050 Mattox Road, Hayward.

Want to know what's happening? Come to your union meetings! Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 8 p.m., Friday 7:30 a.m. until 12 noon.

Fraternally,
CHARLES WACK,
Recording Secretary

BARBERS 516

The next regular union meeting will be held on Wednesday, August 25, 1971 at 8 p.m. in Newark Square Barber Shop, 5800 Thornton Avenue, Newark, California.

Please plan to attend.

Fraternally,
AL DOYLE,
Secretary-Treasurer

U.C. EMPLOYEES 371

The next Executive Board meeting will be August 14, 1971, from 12:30 to 2:00 p.m., in Room 155, Kroeber Hall. The next regular meeting will be in October.

Fraternally,
J. J. SANTORO,
Secretary-Treasurer

SERVICE EMPLOYEES 18

General membership meetings of Service Employees Local 18 are held at 10 a.m. the 4th Saturday of each month in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

There will be no meeting during July and August due to vacations.

Fraternally,
BEN J. TUSI,
Secretary

BARBERS 134

The next regular meeting will be held on Thursday night, August 26, 1971, at the Labor Temple, 2315 Valdez Street, Oakland, California.

NOTICE!

All Local 134 Barber Shops will be closed Tuesday, September 7, 1971, the day after Labor Day with the exception of those shops that have a signed amended contract stating that they will close on the Saturday before Labor Day.

Charges will be preferred against any shop that is open for business on both Saturday and Tuesday on the Labor Day weekend. Take due notice.

FLASH!

International President Joseph N. DePaola was found NOT GUILTY by jury of misappropriating union funds in "MINK COAT CASE."

Long Hair Seminar will be held at our September meeting. We will have leading stylists demonstrating methods of grooming long hair styles. Please plan to attend.

Please DO NOT send Pension payments, but DUES ONLY. The Pension is still frozen by a Federal Court Order. A monitored referendum vote will be taken on a revised plan at which time you will have a vote on whether you want to accept the proposed plan or have the Pension dissolved.

Fraternally,
JACK M. REED,
Secretary-Treasurer

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8400 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m. Phone 509-3465.

Fraternally,
ALLEN L. LINDER,
Recording Secretary

PLUMBERS & GAS FITTERS 444

The next regular meeting of Plumbers & Gas Fitters Local Union No. 444 will be held on Wednesday, August 25, 1971 in Hall "A" on the first floor of the Labor Temple Building at 8 p.m.

ORDER OF BUSINESS

1. Prior to the regular order of business, Local Union 444 will present eight (8) \$250 scholarship awards.

2. Regular order of business.

3. Special order of business: Mr. C. W. Sweeney, our Administrator, will be present to explain the new Pension Plan changes.

A representative from Blue Cross will also be present to explain the benefits under the Blue Cross plan, which becomes effective September 1, 1971.

This is going to be a very interesting and informative meeting; please make every effort to attend.

Fraternally,
GEORGE A. HESS,
Business Manager and
Financial Secretary-Treasurer

CARPET & LINOLEUM 1290

The next regular meeting of Carpet, Linoleum and Soft Tile Workers Local 1290 will be held on Thursday, August 26, 1971 at 8 p.m., Hall "C", 2315 Valdez Street, Oakland. Please attend.

National Conference Deaths are now due and payable through NC 395 (except NC 392 and 393 for which there is no charge).

Fraternally,
BOB SEIDEL,
Recording Secretary

STEELWORKERS L.U. 7616

Regular membership meetings are held the second Saturday of every month at 9 a.m. at Eagles' Hall, 1228 Thirty-sixth Avenue, Oakland, California.

Fraternally,
ESTELLA STEPHENS,
Recording Secretary

MILLMEN'S UNION 550

The next regular membership meeting of Millmen's Union Local 550 will be held Friday, August 20, 1971 at 8 p.m. Hall A at the Labor Temple, 2315 Valdez Street, Oakland, California. The Executive Board meeting will be held August 3, 1971 at 8 p.m. in the Union Office, this meeting has been moved up one week due to members of the Executive Board going on vacation.

SPECIAL NOTICE: Millmen's Local 550 will honor Brother C. H. Irish on our regular meeting in August for his dedicated service to this Local and its membership. Refreshments will be served at this meeting.

Fraternally,
ODUS G. HOWARD,
Recording Secretary

SCHOOL EMPLOYEES 257

The regular meeting of the Oakland, California Unified School Employees Union 257 will be held on Saturday, September 18, 1971 at 10:30 a.m. in the Castlemont High School Auditorium, 8601 MacArthur Boulevard, Oakland, California.

The Executive Board will meet at 8 a.m. in Community Room. All Board members please take note.

NOTE: July and August are vacation months and owing to Labor Day and other school holidays in September our meeting will be as above instead of September 11, 1971.

Fraternally,
HAROLD BENNER,
Executive Secretary

BERKELEY CARPENTERS 1158

NOTICE

When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Regular meetings are held on the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut Street, Berkeley, California.

Fraternally,
NICK J. AFDAMO,
Recording Secretary

PLUMBERS & GAS FITTERS 444

The next regular meeting will be August 25, 1971.

Fraternally,
GEORGE A. HESS,
Business Manager and
Financial Secretary-Treasurer

Social Services wins \$2,800 grievance for two in Berkeley

Two psychiatric social workers employed by the City of Berkeley have been awarded premium pay totaling \$1401.40 each in a grievance won by Social Services Union Local 535.

The added pay was awarded after the Berkeley Personnel Board found in favor of the union claim that the city administration had violated terms of a union contract which required a minimum of five per cent premium pay for working in a higher classification. In both cases, though classified and paid as supervising psychiatric social workers, the employees had functioned in positions previously filled by M.D.'s carrying all the administrative responsibilities formerly held by them.

Isabel Weissman was awarded extra pay for her duties as Acting Director of Community Consultation and Education and Merle Davis received premium pay for her duties as Acting Director of Adult Outpatient Clinic at Herrick Hospital.

The board heard and determined the merits of the grievance despite the city attorney's opinion that the grievance was not within the scope of the contract.

The Personnel Board recognized that the Director of the Berkeley - Herrick Community Mental Health Center wished to delegate administrative responsibilities to competent mental health professionals not possessing M.D. degrees but met resistance from the Personnel Department and the City Manager. Settlement of the grievance will open the way to non-M.D.'s assuming posts previously restricted to doctors.

Under the City grievance procedure the Personnel Board decision is an advisory recommendation to the city manager. The City Manager has pledged to honor the findings of the Board. In this case, however, the decision awarded 5 per cent retroactive pay from September 29, 1970 through June 30, 1971 and implied that the premium pay should continue through the 1971-1972 fiscal year as well. The city attorney, in a legal opinion,

declared that the city could not make retroactive payments and advised the city manager to overrule the Personnel Board decision.

In a conference attended by union attorney Michael Rogers, Local 535 Field Representative David Aroner and United Public Employees Executive Director Paul Varacalli (whose Union is also covered by the Berkeley grievance procedure) the city manager agreed to avoid the retroactive issue and to pay 9.5 per cent premium pay August 1, 1971 through June 30, 1972. This maneuver apparently satisfied the city attorney and cost the City of Berkeley \$17.60 more than the original Personnel Board decision!

OCAW 589 awards diplomas to 11

Eleven members of Oil, Chemical and Atomic Workers 589 received diplomas at a dinner in Oakland marking completion of their training as union counselors.

Each attended nine sessions of a counseling course conducted by Frank E. White, AFL-CIO Community Services Representative with the United Bay Area Crusade.

The course included basic information on unemployment insurance, disability benefits, workmen's compensation, food stamps, community agencies, and other assistance available to union members with problems.

Receiving diplomas were Franklin M. Banks, Kenneth Golden, Al Graham, Richard Hague, Michael D. Irish, Fred W. McCormick, Donald Morrison and Richard Scheible.

LEGAL NOTICE

NOTICE OF SALE OF PROPERTY DELINQUENT FOR NON-PAYMENT OF IMPROVEMENT BOND No. 78, SERIES 1965-1, ISSUED FOR IMPROVEMENT WORK IN ASSESSMENT DISTRICT No. 1965-1 OF THE COUNTY OF ALAMEDA, STATE OF CALIFORNIA.

Default having been made in the payment of the following named coupons, 1-2-65 Prin. \$104.75; 1-2-66 Int. \$52.58; 7-2-66 Int. \$43.95; 1-2-67 Prin. \$101.64; 1-2-67 Int. \$43.95; 7-2-67 Int. \$10.81; 1-2-68 Prin. \$104.54; 1-2-68 Int. \$40.81; 7-2-68 Int. \$37.67; 1-2-69 Prin. \$104.64; 1-2-69 Int. \$37.67; 7-2-69 Int. \$34.53; 1-2-70 Prin. \$104.64; 1-2-70 Int. \$34.53; 7-2-70 Int. \$31.39; 1-2-71 Prin. \$104.64; 1-2-71 Int. \$31.39; 7-2-71 Int. \$28.25; and the holder of said bond having demanded in writing that the County Treasurer of the County of Alameda, state of California, proceed to advertise and sell the lot or parcel of land mentioned in said bond. Now, therefore, I give notice that I will on the 31st day of August, 1971, at the hour of 10:00 o'clock A.M., of said day, sell at public auction the lot or parcel of land mentioned in said bond, or so much thereof as may be necessary, at my office in the Administration Building at 1221 Oak Street, Oakland, California, unless the amount due on said bond and the accrued interest thereon, together with the cost of publication of this notice, are paid; and that I will so sell the same to the person who will take the least amount of said lot or parcel of land and pay the full amount of unpaid principal and interest on said bond, together with costs of publication. The lot or parcel of land mentioned in said bond and to be sold is more particularly described, to-wit: "Lot No. 14, Block C, as shown on the map of 'East Oakland Terrace, Eden Township, Alameda, California,' which said map was filed in the office of the County Recorder of the County of Alameda on the 23rd day of December, 1925, in Book 5 of Maps at pages 42 and 43 thereof." The amount due on said bond up to the date of this notice is as follows: Due on principal thereof \$1,569.71; due on account of interest \$591.64; due on account of penalties \$425.22. Total amount due on said bond \$2,686.57.

In order to avoid this sale, payment of the total amount above named will be required together with the cost of publications made before such payment and the additional interest accruing up to the date of payment. Bond may be reinstated upon payment of the amounts due, interest, penalties, and fees, in the manner provided by law.

In the event of sale, such sale will include interest in addition to the above total amount due, accruing up to the date of sale, the cost of publication of notice of sale, and one dollar (\$1.00) for the issuing of certificate of sale. The East Bay Labor Journal is designated as the newspaper in which this notice shall be published. DATED: August 13, 1971.

FRANK M. KRAUSE,
Treasurer of the County of Alameda
State of California

Published 8-13-71-8-20-71.

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JOHN M. ESHLEMAN, Editor
1622 East 12th Street, Oakland, Calif. 94606

August 13, 1971

Phone 261-3980

A fact of life -- fat cats favor fat cats

If Ohio Republicans had been paid to demonstrate that their party is the party of the rich versus the working people, they could not have done better than in their income tax plan.

National COPE reports that Democratic Governor Gilligan, who made it to the statehouse with labor support, has proposed an income tax schedule, light on low and middle income earners, heavy on the rich.

To which the Ohio GOP has counterproposed its income tax plan—heavy on the poor and moderate income earners, light on the rich.

And there are figures to demonstrate it.

The Ohio GOP would even tax the sub-poverty \$3,000 a year income bracket—\$10.50 which to anyone in that starvation bracket means food for hungry children.

Gilligan would levy no tax on \$3,000 incomes, sparing the desperately poor the real hardships which any tax would be to them.

Other comparisons:

\$4,000 bracket, Gilligan \$5, GOP \$28 or 560 per cent more.

\$5,000, Gilligan \$20, GOP \$45.50, a difference of 228 per cent more levied by the GOP.

\$7,500, Gilligan \$65, GOP \$89.25 or 127 per cent more tax.

Now look at the proposed taxes on the rich:

\$30,000 income, Gilligan \$1,015, GOP \$483, or 210 per cent less tax proposed by Republicans than by the labor-endorsed governor on people in this more than comfortable bracket.

\$55,000, Gilligan \$2,765, GOP \$920 or a big 305 per cent less.

\$75,000, Gilligan \$4,365, GOP \$1,270.50 or a whopping 344 per cent less.

No comment is necessary. Fat cats like fat cats.

Appointments are tipoff

Almost unnoticed, even by the labor press, national and state administrations have been steadily changing the character of government by the type of officeholder they appoint to top administrative and policy-making positions.

Let's take the new general counsel of the National Labor Relations Board.

He is Peter G. Nash, 34, who for the last year was solicitor of the Department of Labor. Before that he was president of the Rochester, New York, junior chamber of commerce and a youthful partner in a prestigious law firm.

As Labor Department solicitor, Mr. Nash wrote a department legal opinion on President Nixon's suspension of the Davis-Bacon Act.

Now he has the immensely powerful position of general counsel of the NLRB.

His successor as Labor Department solicitor turns out to be another young man, Richard Schubert, who was assistant labor relations manager for Bethlehem Steel before he came into government last year.

Once upon a time, top government functionaries dealing with labor were not chosen from business just as the secretary of commerce did not come from labor. The latter is still true at least.

In California, another business-minded administration has named an employer advocate first to head the Division of Labor Law Enforcement, then the Department of Industrial Relations.

There are many similar examples of this type of appointment, in state and national government.

As long as we leave these two administrations in office, we can continue to expect that the government representatives who deal with working people will be thoroughly employer-minded.

One-Way Street



LETTERS TO THE EDITOR

Senator Petris hails curb on Greek dictators

Editor, Labor Journal:

Congratulations to the House of Representatives which voted 122 to 57 to cut off military aid to Greece and Pakistan.

It has been difficult to endure the anguish that an American of Greek descent feels observing our government's support of a military dictatorship in the birthplace of democracy.

On April 21, 1967, the dictators pounced upon Greece. Like thieves in the night, by stealth and force of arms, they stole the government from the people. They steadfastly refuse to give it back.

In this land which gave birth to western civilization there is no parliament. There are no political parties. There is no free press. There are no elections. There is no free speech. There is no freedom from arbitrary arrest and imprisonment. There is no right to trial.

The Greek citizen who dares to criticize is imprisoned. If he criticizes from aboard he is stripped of his citizenship.

Martial law still prevails. Opponents of the dictators are still tried by military courts. Torture of political prisoners continues. (One of the latest victims is the former public prosecutor, Christos Sartzetakis, who was featured in the movie "Z.")

Americans must be made aware that their tax dollars are helping to perpetuate these conditions. The Pentagon and the Nixon Administration openly applaud the military maintenance of "stability" in Greece.

Secretary of Commerce, Maurice Stans, was sent to Athens to personally present the warm greetings of President Nixon to the colonel-dictators at a Chamber of Commerce meeting.

This kind of "stability" will result inevitably in an explosion because sooner or later, the Greek people will rebel. The end result will be a wave of Anti-American feeling that will exceed anything we have yet seen.

On the one hand, we tell the world that we are fighting to guarantee to the Vietnamese the right to determine their own destinies; on the other, by supporting the dictators in Greece, we

are telling the Greek people that they do not have the right to determine their own destiny and that we know better than they do who should govern them!

This is too high a price to pay for "stability." We are selling out the principles which made the United States an oasis for the persecuted and the hopes of the world.

NICHOLAS C. PETRIS

Seafarers

Editor, East Bay Labor Journal:

A recent article in the Journal credited members of the Sailors Union of the Pacific with helping us man the picket lines during the strike by the United Public Employees Union Local 390 against the Port of Oakland. Actually, all of the Sailors assisting us during that dispute were members of the Seafarers International Union of North America

who volunteered to help us through the good offices of our long time friend, Frank Drozak.

I am sure I am to blame for this mistake in the Article since I undoubtedly lumped the constant support we receive from Morris Weisberger and the S.U.P. with that given in this case, and also continually by Frank Drozak and the S.I.U.

The two organizations, though affiliated, are separate and members of each are justly proud of their individual affiliation.

Both are affiliated with our Council and both have responded, without exception whenever we have asked for help.

I am sorry for the omission and wish to thank both the S.I.U. and S.U.P. for their continued support.

Fraternally,
Richard K. Groulx
Executive Secretary
Alameda County Central
Labor Council

Veteran jobless rate up

The unemployment rate for veterans aged 20 to 29 decreased from 10.8 per cent for the first three months of the year to 8.5 per cent for the April-June period, the Bureau of Labor Statistics reported.

But the 8.5 per cent rate for the second quarter of 1971 represented a 35-per cent jump in joblessness among veterans over the comparable period of 1970 when it was 6.3 per cent.

The unemployment rate for non-veterans in the same age group was 7 per cent in the April-June period, up 25 per cent over the year-ago figures when joblessness for that group was 5.6 per cent.

Newly separated GIs in the 20-24 age group were the hardest hit by unemployment. The rate in this category increased by half over the year, jumping from 8.3 per cent a year ago to 12.4 per cent.

The BLS said that approximately 3,600,000 veterans in the 20-29 age group were in the civilian labor force during the second quarter, an increase of nearly a half million over the year.

About 1,700,000 of the total were in the 20-24 age group, an increase of 96,000 over the year, with employment for that group of veterans up 18,000, and unemployment up 78,000.

Older veterans in the 25-29 age group, fared somewhat better. The total of 1,900,000 in this group showed a rise of 400,000, reflecting a gain of 365,000 in employment and an increase of 35,000 in unemployment.

The jobless rate for veterans in this age group reached 5.1 per cent during the second quarter, up 25 per cent over the year.

The BLS said some of the difference in jobless rates for veterans and non-veterans could be accounted for by the loose job market that currently confronts newly separated servicemen.

Jobless rates among veterans who are Negroes or members of other minority groups have been consistently higher than those for white veterans, the BLS said.

During the second quarter, the unemployment rate for Negro veterans was 12.1 per cent as compared with 8.1 per cent for white veterans.

More people out of work in more cities

The Department of Labor's list of areas with more than 6 per cent unemployment lengthened in July while the number of major areas with less than 3 per cent joblessness fell to only six out of 150.

Fifty-four major areas had substantial unemployment, one more than in June and up 125 per cent from the 24 listed a year earlier.

The additional major substantial jobless area was New Orleans whose unemployment rate shot up to 6.7 per cent. Substantial unemployment means 6 per cent or more with the rate expected to last at least another two months.

Oakland has long been on the "persistent" joblessness

list of communities with long-term 6 per cent or more unemployment for longer than government statisticians can remember.

Three more smaller areas joined the substantial category and four more were added to the persistent joblessness list in July. That puts 751 smaller areas on the substantial and persistent jobless list.

Houston which had what the government calls "low" unemployment of less than 3 per cent, moved above that figure in July to what the government calls "moderate" joblessness. Only six major areas now have less than 3 per cent joblessness compared with 24 in July, 1970.

Brooks

Continued from page 1

Brooks, a manufacturer of concrete products, is non-union in all of its other operations and has long been battling the Laborers, Business Representative Lamar Childers of the Building Trades Council said.

The discharges came during informal discussion of a series of grievances, including the company's removal of all time cards from their usual rack. Laborers had to go to the office to get their cards to punch in to work.

During discussion of that and other grievances, said Frank Savoy who was then shop steward and is now a vice president and business representative of the local, the plant manager began to shout when Savoy telephoned the Laborers Hall.

Shortly thereafter the manager began firing every Laborer he could find.

Local 304 has filed unfair labor practice charges with the National Labor Relations Board.



SENATOR JOHN V. TUNNEY spoke to a rally of more than 150 people last Sunday at the Hayward home of Joe Medeiros, secretary-treasurer of Culinary & Bartenders Union Local 823 during a nine-day California visit. Shown (l to r) are Tunney, Mrs. Medeiros, Medeiros, their daughter Jeanne, and Art Soto, trustee of Teamsters Local 70.

The economy is no better

The American economy was sick and getting sicker in July as the unemployment rate rose and there was no sign that inflation was slackening.

President Nixon conceded he was concerned enough about the inflation to consider setting up a board to review prices and wages. But he said he had not lost confidence in his economic policies—which in more than two and one-half years have boosted joblessness while prices keep on rising.

Along with the July jobless rate increase to 5.8 per cent from 5.6 per cent in June, the Bureau of Labor Statistics also disclosed that wholesale prices of industrial raw materials and manufactured goods showed the sharpest monthly increase in 15 years in June.

The White House called the July unemployment figures "good news" because many had expected a bigger increase.

George P. Shultz, director of the office of management and budget, looked back at the 6.2 jobless rate in May and said, "We have a downward movement of the unemployment rate if we compare the last three or four months."

Administration critics pointed out, however, that there has been no progress in reducing unemployment; that the government's figures don't reflect the hundreds of thousands of "hidden unemployed" who have become so discouraged they have quit looking for work; and that there has been no net increase in jobs for six months although the labor force has actually declined during that period.

Although employment rose in July, the labor force grew too, so that the jobless rate increased.

BLS said the big work force increase was in people re-entering the job market. The government's figures showed that actual numbers of unemployed dropped 160,000 to 5,330,000 but

adjustment for seasonal factors indicated the equivalent of a jobless increase of 200,000.

Workers were earning more dollars—but not improving their purchasing power. The average weekly paycheck went up 4.8 per cent or \$5.77 over July, 1970, and a 4.5 per cent increase in living costs in the same period wiped out the gain.

Nixon's press secretary, Ronald Ziegler, admitted the wholesale price rise was bad news but he declared:

"We certainly do not say that because this has taken place that the economy is on a downtrend nor do we lose confidence in the course we have taken."

Nixon told reporters that he was concerned about inflation but he said:

"There is a lot of steam in the boiler. I would not sell the U.S. economy short at this point."

"I would not be selling my investments in the American economy—whether in stocks or real estate or what have you."

At the same time Prof. Charles C. Killingsworth of Michigan State University was telling a Senate Committee that "The current recovery is clearly the lowest and feeblest in the past 25 years."

In California the official unemployment rate dropped to 7 per cent from 7.2 in June and 7.4 in April. But it was still far above the 6.2 per cent of July 1970.

There were 634,000 Californians unemployed in July, 74,000 more than were out of work a year ago. Total employment stood at 8,084,000, down about 53,000 in a year.

The Bay Area jobless rate in July was 6 per cent, compared with 5.1 per cent a year ago. There were 92,300 unemployed in the area, 6,700 fewer than June but 14,200 more than July 1970. The total number of employed stood at 1,399,000, down 11,300 from June and 10,000 in a year.

Carpenter pensions -- \$1,049,663 in August

Carpenters pensions in Northern California are on the way up—to the tune of \$1,049,663 on August 1.

Trustees of the Carpenters Pension Trust Fund increased the basic credit unit from \$9 to \$15 for all who apply and qualify for pensions after last July 1, and raised pensions by 5 per cent for all of those who previously retired, except pensions on the minimum.

The change raises the maximum possible pension to \$450 a month. The maximum was \$50 when the plan was instituted in 1957.

The administrative office announced that on August 1 it paid 5,749 pension benefits to Carpenters and 269 pre-retirement and guarantee benefits to surviving widows in the 46 Northern California counties.

In addition to the monetary improvement in pension benefits, there have been numerous improvements through the years in requirements for obtaining pensions. There will be more next January under the recent decision of the trustees.

The number of hours required for pension credit in any one year will be reduced on a sliding scale, beginning in 1972. It will go down from 1,400 hours to 1,200 hours for Carpenters up to age 55, and to 1,000 hours for those between 55 and 60 years of age. Those over 60 need work only 800 hours in a year to earn pension credits.

Trustees also decided to make it possible for excess hours in one year to be carried over to the next, if needed to fill out the hours required for eligibility.

Vesting requirements were also liberalized as of July 1. (Vesting means the pension right belongs to the Carpenter, and he can't lose it). Old requirements were age 50 and 15 years of service credit. New requirements are age 45 and 10 years of Future Service Credit; 40 years and 15 years of past and future service credit; or at any age, 20 years of past and future service credit. (Future service refers to years in which the plan is funded. Past service means years prior to that time).

A pension is figured by multiplying the number of years in which a carpenter has earned pension credits by the unit value.

For those retiring after July 1

that means a monthly pension of \$15 for each year in which he earned credits. A Carpenter retiring at age 65 with 25 years credit, for example, would receive a pension of \$375 a month; or, with 30 years credit, the maximum of \$450 monthly.

The liberalization is the result of recent contract negotiations.

The Carpenters Pension Trust Fund for Northern California has reciprocity with a majority of related pension plans throughout the 11 Western states, as well as reciprocity arrangements with other pension plans in other areas of the country.

Roofers remain off the job

Bay Area roofers remained off the job this week except with contractors who signed interim agreements as members of four union locals involved overwhelmingly rejected proposals of the Associated Roofing Contractors.

In the eight-county area about 1,200 were laid off the job under the no-contract, no-work policy.

In Alameda and Contra Costa counties about 100 of the 375 members were working under interim agreements, Business Representative William Phalanger of Local 81 reported.

Members of Local 81 rejected management's offer by a vote of 7 to 1.

The contractors association refused retroactivity, sought to reduce helper pay to 60 per cent of the journeyman rate from 70 per cent, to eliminate the contract requirement that tar kettles be continuously attended and to return to the straight 40 hour week. The old contract provided for work weeks of 36 and 40 hours in alternate six month periods.

The unions sought a one-year contract with an 85 cent an hour increase in pay and fringes.

Other locals involved are Local 40 in San Francisco and San Mateo counties, 121 in Marin, and 236 in Sonoma, Lake and Mendocino.

Construction Teamsters

Continued from page 1

argued they might face unfair labor practice charges if the issue remained on the bargaining table.

Tom Nunes, secretary-treasurer of Teamsters Union Local 291 and a member of the negotiating team, called it "an excuse for not bargaining. There is no doubt in the union's mind that this is a great conspiracy of profound effect."

Business Representative Lamar Childers of the Alameda County Building Trades Council, in urging construction craftsmen to support the Teamster construction drivers "to the hilt," pointed out that solution of the owner-operator issue is necessary to prevent what for all practical purposes would be an open shop arrangement for Teamsters. He warned such a situation, if allowed to develop, could spread to other crafts.

Teamsters noted that the AFL-CIO construction unions have uniformly respected their picket lines.

Federal mediator Jerry Finley was trying to get the parties back together.

Employers had previously broken off negotiations on July 19.

Although the old contract expired June 15, the employers have not even made a money offer during 22 bargaining sessions. Nor have they agreed to retroactivity.

The union wants a 40 cent per hour wage raise, 25 cents per hour for a new supplemental unemployment benefits clause and a 31-cent per hour increase in pension-health care contributions.

Management has sought to eliminate a recently-gained seniority clause, which the Teamsters want to keep.

White House conference

AFL-CIO Research Director Nat Goldfinger and Education Director Walter G. Davis, Nat Weinberg, director of economic analysis for the Auto Workers, and Abraham Weiss, Teamsters research director, are on the advisory committee for a White House conference on business, economic and social conditions, November 8 to 10.

COPE ties '72 election to union member vote

Victory in 1972 depends on voter registration, COPE Director Al Barkan said in an interview recorded for COPE Report, the monthly cassette tape message to union officials.

Reporting on a series of meetings around the country with leaders of state and city central bodies of the AFL-CIO, Barkan said he found "solid confidence that we can win in 1972."

"The primary responsibility now, as always, is registration," he stated. "Every hour spent on registration this year frees our COPE volunteers for two hours of other important political activity in next year's elections."

Barkan predicted victory in 1972 if 75 to 80 per cent of all union members and their families are registered to vote.

In another feature on the August program, Sen. Philip A. Hart (D-Mich.) explains "no fault" automobile insurance.

The present system of auto in-

surance, Hart said, often requires "a toss of the coin" to determine who is at fault. With "no fault" insurance, the consumer would get substantially all of his actual

losses.

The lawyers would get less; the court fees would be less; there would be fewer investigators; the overhead would be less.

NAS refuses to bargain

Government Employees Union Local 3 is preparing to file unfair labor practices charges with the National Labor Relations Board against the Alameda Naval Air Station for refusal to bargain.

Business Representative Jack Kennedy said that the Air Station insists that if the Oakland-based union wants to bargain on anything stated in the Navy's personnel policy it will have to take it up with the Navy Resale System in Brooklyn, N.Y.

This includes such fringe benefits as vacations, sick leave, holidays, and health and welfare.

Management also contends, Kennedy reported, that hours of work, overtime, safety, seniority, and grievance procedure are non-negotiable because they are part of the present personnel policy.

"To make matters more ridiculous," Kennedy continued, "cost-of-living index, shift differentials, job classification, wage surveys to insure true prevailing wages are being paid are not negotiable because that is, according to management, negotiating wages."

Kennedy said Alameda NAS pay scales are 66 cents to \$1.80 an hour under prevailing wage statistics listed by the Department of Labor.